

## Mid-Level Leader Program

<b>Audience:</b>	GS-13-14: Civil Service employees that are engineering, science, and administrative professionals.
<b>Focus:</b>	<p>The purpose of this program is to provide significant leadership development for a diverse, Agency-wide group of individuals who have high potential for assuming greater leadership responsibilities in formal management or program/project management roles. It focuses on cohort building, collaboration and leading across traditional boundaries. The competencies include:</p> <ul style="list-style-type: none"> <li>• Leading Teams and Collaborating</li> <li>• Leading and Managing Change</li> <li>• Communicating and Relating to Others</li> <li>• Cognitive Skills</li> <li>• Business Acumen</li> <li>• Personal Effectiveness</li> </ul>
<b>Program Objectives/ Outcomes:</b>	<ul style="list-style-type: none"> <li>• Enhance self-awareness and personal effectiveness in critical NASA leadership skills, including communication, trust building, influence, diversity and inclusion, decision making, and leading/managing change.</li> <li>• Build teamwork, collaboration, and communication across traditional boundaries, including Centers, programs, projects, civil servants/contractors, as well as generations.</li> <li>• Expand understanding of NASA, including Agency-wide issues and their impact on NASA's mission.</li> <li>• Apply learning for greater success in current responsibilities and during a rotation, as well as in the future.</li> <li>• Build professional relationships within an Agency-wide cohort of high-potential individuals, as well as with mentors and respected leaders throughout the Agency.</li> </ul>
<b>Links to Leadership Model:</b>	The following dimensions of the NASA Leadership Model are addressed during the program: Personal Effectiveness, Leading and Managing Others, Business Acumen, and Managing Information and Knowledge.
<b>Overview of Program Content:</b>	Participants will take part in four core learning sessions, a three to six month career-broadening rotation, mentoring sessions with NASA leaders, professional coaching sessions, and have the opportunity to assist in the development of another person.
<b>Program Pre-Requisites:</b>	Applicants must be full-time GS-13-14 civil servants with at least two years of NASA service and a demonstrated commitment to leadership development. Participants will be required to sign a continuing service agreement with NASA prior to the program acceptance. Participants will be expected to participate in all Program events as scheduled throughout the program.
<b>Length/ Time Commitment:</b>	This is a 16-month program comprised of four, week-long core learning sessions, a rotation, and other IDP driven developmental activities that are spread out over the 16 months in order to maintain continuity with current Center responsibilities. Because the core learning sessions will be held at different NASA Centers, travel is required.
<b>Offerings:</b>	The program will launch in December 2009 and run through March of 2011.
<b>Enrollment/ Nomination Process:</b>	<p>Interested candidates can complete and submit an application in keeping with the Center nomination process. Final participants will be selected competitively from across the Agency as part of NASA's succession planning process. More information regarding the application and supervisor approval processes can be found at:</p> <p><a href="http://nasapeople.nasa.gov/Training/default.htm">http://nasapeople.nasa.gov/Training/default.htm</a></p>
<b>Funding:</b>	The Office of Human Capital Management funds training, per diem, and related travel for the Core Learning Sessions and rotation, once the participant starts the program. Travel required as part of additional developmental work assignments is paid by the host organization under separate travel orders.